

# KLEYR GRASSO

Independent law firm

## Anissa BALI

Partner



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Anissa BALI is a Partner in the Employment and Social department. She joined the firm in 2016, bringing with her extensive experience in Luxembourg law firms, particularly in the field of labour law.

Anissa is specialised in all aspects of employment law and advises national and international clients for 20 years. She particularly focuses on employment contracts, individual terminations, transfers of undertakings, international mobility (work permit, posting of workers, supply of manpower) and working time. She works with clients to implement internal policies adapted to the specific sector and business needs of the company. She is also highly specialised in harassment at the workplace and whistleblowing issues. Anissa provides high quality support and adapted solutions to clients, as well as pragmatic recommendations.

In addition to her legal practice, she is also a lecturer in labour and immigration law at the Chambre de Commerce and provides in-house training to her clients.

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## EXPERTISE

EMPLOYMENT & SOCIAL

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### EDUCATION :

Master of Law, University of Law, Economics and Administration of Metz, 2003

### LANGUAGES :

English, French

### MEMBERSHIPS :

Luxembourg Bar, admitted in 2004

Member of the Bar Council of Luxembourg from September 2024

Employment Law Specialists Association (E.L.S.A.), Luxembourg

Member of the editorial board, and author, of the "*Revue Pratique de Droit Social*" (Practical review of Labour law)

Member of HR Community

President of the Conférence du Jeune Barreau de Luxembourg, 2014-2015

Member of the steering committee of the Cours complémentaires en droit luxembourgeois (CCDL), 2015-2017

#### **RECOGNITIONS :**

Legal500 EMEA, 2024 - Recommended lawyer, Employment

Legal500 EMEA, 2024 - EMEA Top Tier Firm 1, Employment

Legal500 EMEA 2025 - EMEA Top Tier Firm 1, Employment

Chambers Europe 2025 - Top ranked band 1, Employment

#### **PUBLICATIONS :**

Employment retention plan and measures to promote employment: two new laws published in the Mémorial

Mandatory implementation of the right to disconnect as of 1 July 2026!

Sunday work and opening hours in retail and craft sectors

Important changes concerning employment contracts and the employment relationship

Flexible admission requirements and easier mobility for highly qualified workers

Publication of the date for staff delegation elections!

New mandatory procedures to be implemented since 2023

Wage indexation on 1 September 2023: new amounts

New provisions on the recruitment of third-country nationals and wage indexation as of 1 September 2023

Work-life balance: new extraordinary leave and flexible working arrangements

Introduction of the right to be disconnected in the Labour Code

New whistleblower regulation!

Introduction of moral harassment in the Labour Code

3.2% increase in the social minimum wage

Telework of cross-border workers: extension of the transitional period for social security until 30 June 2023

The Luxembourg Parliament has recently adopted a new law creating a procedure for administrative dissolution without liquidation of companies (the "Administrative Dissolution").

Luxembourg employers - French cross-border workers: less tax constraints in the future?

Tripartite agreement of 28 September 2022

Switch to optional "3G" scheme in the workplace

Telework of cross-border workers: confirmation of the establishment of a transitional period for social security

Telework: overview

End of the "3G" scheme at the workplace

Telework of French cross-border workers: extension of tax agreement

Telework of Belgian cross-border workers: extension of tax agreement

Telework of German cross-border workers: extension of tax agreement

Telework of French cross-border workers: extension of social security agreement

Revaluation of the minimum social wage and adaptation of the thresholds and ceilings provided for by the law

Adapting wages, salaries and pensions (+2.5%) on 1st October 2021

Bill on the right to disconnect for employees

Extension of family leave until 18 October 2021 inclusive

Telework of Belgian cross-border workers: extension of tax agreement

Telework of German cross-border workers: extension of tax agreement

Belgian cross-border workers and taxation: increase of the tolerance threshold from 24 to 34 days

Anissa BALLI and Céline DEFAY promoted Partner and Daniel NERL promoted Counsel

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## **EVENTS**

WORKSHOP \_ Mise en place du droit à la déconnexion en entreprise

Licenciements : pièges à éviter !

Les Matinales du Droit du Travail

Le droit à la déconnexion : un défi pour les entreprises !



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